

March 15, 2011

**Department of Transportation Reorganization**

**Managers Association Statement**

As the Department of Transportation has represented, we also recognize the severity of the Department's fiscal condition due to the slowdown of Transportation Improvement Mitigation (TIM) fees. As a revenue stream, TIM fees are a critical element of the County's capital improvement program funding, but not exclusively the only source of funding and therefore, though important, should not be the only determinant of the size of the Department. Outside funding sources, such as the "Rural Off-System Bridge Grants need to be the substitute for TIM fees until the economy and housing rebound.

We respect the efforts that have been made to evaluate the current organizational structure and develop a reorganization to meet the department's objectives as identified. It is obvious that some specific considerations were made in the process, but without input by the middle managers since they were the focus of most of the expected savings.

Since the proposal was not made public until March 9<sup>th</sup>, we would ask that action on this item be postponed to allow employees an opportunity to comprehensively review the proposal and develop other viable alternatives and identify the programmatic implications of the proposed changes.

Our initial concerns include inflated saving projections as a result of the elimination of the Supervising Civil Engineer classification as overtime should be expected to incur and the effect of changing the reporting structure on such a broad framework, rather than a smaller scale to begin with. Reducing the combined number of Supervising Civil Engineers and Senior Civil Engineers of 22 positions down to 12 positions, along with reduced administrative support is a recipe for disaster.

The reorganization as proposed would place the burden of managing over 45 projects on only 3 Project Managers. This could lead to outsourcing; there are no El Dorado County consultants on the top 5 list, which could mean the work would be performed by employers outside the County.

While there is a meet and confer obligation that must be met following approval of and prior to implementation of any reorganization, it is our belief that bringing any proposal forward prior to employee input is premature and fails to utilize the creative ingenuity of the County's most valuable assets, it's committed employees.

We would also ask that an Early Retirement Incentive Program, limited to the Department of Transportation, be offered to reduce labor costs and mitigate the adverse impacts on senior employees should this Department proposal receive any consideration.

El Dorado County employees are the backbone of local government and, given a chance, are willing to partner when called upon with the Board and CAO to make the necessary sacrifices.

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